

It's All IN the BARGAIN!

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January 25, 2019



Negotiations

Last night your teams met with District Representatives to continue the negotiations on the EEA Master Contract and Salaries for the EEA and ESP units. The EEA team has moved to within a few words on language agreements. The outstanding issues are:

- ♣ Annual Contract renewal – We believe we have found language that gives high performing annual contract teachers some confidence they will be renewed.
- ♣ Discipline – The main sticking point is the ability for a teacher to receive an explanation should the schools designated authority delete a referral and there must be a method to track said occurrence. Your teams concern is protection of the other students in the room and the protection of the teacher should a student with repetitious disruptive behavior escalate to more violent acts.
- ♣ Promotions and transfers – We agreed to language that clarifies a teacher can transfer after July 15 to a position that could advance their career or provide additional income.

SALARIES

EEA Employees - After much discussion, your members of the combined team representing EEA agreed to accept the offer presented for Instructional employees:

1. \$800 market adjustment for all instructional personnel to the schedule.
2. The Supplement Schedule will be adjusted and increased based on the increase to the Level 1 salary.
3. Performance Pay for Overall Evaluation
 - a. \$200.00 Effective (1 level increase on the market adjusted schedule.)
 - b. \$400.00 Highly Effective (2 level increase on the market adjusted schedule.)
4. The district will fund Best and Brightest scholarships for instructional employees not defined in Florida Statute as classroom teachers who meet all qualifications for the scholarship.

\$6,000 for instructional employees not defined as classroom teachers that meet the requirements of (1) application by the extended deadline, (2) ACT or SAT in the 80th percentile or higher as determined by ACT or SAT national percentile, and (3) overall Highly Effective rating for the 2017 – 2018 (Danielson and student scores combined).

5. The district will fund Best and Brightest bonuses for instructional employees not defined in Florida Statute as classroom teachers who meet all qualifications for the bonus. Overall Highly Effective will receive a \$1,200.00 bonus and overall Effective will receive an \$800.00 bonus.
6. Corrected Girl's Flag Football Supplement
7. All full time instructional Assistant Band Directors on a 10-month schedule will move to an 11-month schedule. The full-time assistants' supplements will be increased to the 11-month schedule.
8. The salary increase is retro to July 1, 2018

The District brought a proposal that made a minimum amount of movement from their last offer for ESP's.

ESP Employees - The ESP representatives on the combined team decided to counter with:

1. 2% COLA
2. Move Paygrade 8 to Paygrade 9 and Paygrade 9 to Paygrade 10
3. Move School Bus Operators from Paygrade 13 to Paygrade 14
4. Move a Step Roll for all eligible current employees excluding Bus Drivers. (Eligible employees are defined as current employees that are not on probation at the time of ratification by both parties.
5. Supplemental Pay Additions:
 - School Bus Aids with Child Care License – add \$.50 per hour
 - School Bus Aid Certified Trainers – add \$1.00 per hour
 - The Fundamental Payroll Certification (FPC) add \$.50 per hour
 - The Certified Payroll Professional (CPP) add \$1.00 per hour
 - Non-School Bus Operators CDL Class B - \$.50 per hour.

Our next Bargaining Session is scheduled for
February 5 (EEA @ 3:30 and Salaries @5:00)
Come out and support Your Combined
Bargaining Team at the EEA Office Located at
6551 N. Palafox St.

Please watch our website escambiafea.org as we work to schedule our next session.